

MICHIGAN DEPARTMENT OF EDUCATION

Division of Accountability Services

Principal/Assistant Principal Training for Conducting Education Evaluations Grant

Important Information

Training Program Descriptions/Contact/Registration Information are Located Here:
http://www.michigan.gov/documents/mde/Approved_Program_Descriptions_449505_7.pdf

FAQs on Principal Training Grants:
http://www.michigan.gov/documents/mde/Principal_Training_Grant_FAQs_4944787.pdf

Memos and other information are located at:
<http://www.mi.gov/educatorevaluations>

BACKGROUND

The Principal/Assistant Principal Training for Conducting Educator Evaluations Grant was authorized in Michigan Compiled Laws (MCL 388.1695) with an effective date of October 1, 2012. The Principal/Assistant Principal Training for Conducting Educator Evaluations Grant is a competitive grant that will be awarded to public schools districts for training to conduct educator evaluations to better serve teachers and students.

PURPOSE

The State Legislature appropriated a total of \$2.25 million across prior fiscal years for the Principal/Assistant Principal Training for Conducting Educator Evaluations Grant the State School Aid Act, Section 95 of MCL 388.1695. Unused funding has been carried forward from the initial source to again offer the Principal/Assistant Principal Training for Conducting Educator Evaluations Grant to school districts.

The funds are to be used for the cost of MDE-approved training programs for principals and assistant principals for conducting educator evaluations as required under MCL 380.1249. Grant funding shall be available for training by MDE-approved training programs listed in the grant application.

ELIGIBLE APPLICANTS

The eligible applicants for this grant are Intermediate School Districts, Local Education Agencies, and Public School Academies. Principals and assistant principals are the target population and will receive the benefit of training to better serve teachers and students.

Districts are able to apply for funds for the cost of the training up to \$350 per participant; priority will be given to the four observation tools recommended by the

Michigan Council for Educator Effectiveness (MCEE) in 2013, however, all previously approved training programs are eligible.

PICs with the following, specific assignment codes are only those eligible for funds to be dispersed toward an approved, submitted training program:

1. 73100-73599 (Principals)
2. 74100-74599 (Assistant Principals)
3. 72101, 72201, 72301, 72401, 72501 (School Management Administrators)
4. 76101, 76201, 76301, 76401, 76501 (School Management Supervisors)
5. 77101, 77201, 77301, 77401, 77501 (School Management Coordinators)

TIME PERIOD OF AVAILABILITY

The Principal/Assistant Principal Training for Conducting Educator Evaluations supports the cost associated training for conducting educator evaluations. The funds are available for any MDE-approved training program listed in the application. ***All applications must be submitted in MEGS+ by 11:59pm on September 15, 2015.***

TOTAL FUNDS AVAILABLE

\$200,750.00 has been rolled forward from the 2013-2014 school year, in addition to \$1,097,319.54 rolled forward from the 2012-2013 school year allocations, for a total of \$1,298,734.54 for 2014-15 school year allocations.

USE OF FUNDS

Funds received under this section may be used for the costs associated with the training for conducting educator evaluations. Grants will be awarded based on the following criteria:

2. Districts select one of the MDE-approved training programs for Principals and Assistant Principals.
 - i. List of Previously Approved Training Programs:
 - a. Charlotte Danielson's Framework for Teaching (Charlotte Danielson Group)
 - b. The Five Dimensions of Teaching and Learning (The University of Washington, Center for Educational Leadership)
 - c. The Marzano Teacher Evaluation Model
 - d. The Thoughtful Classroom (Silver Strong & Associates)
 - e. A Framework for Teaching: Supporting Professional Learning (Lenawee ISD)
 - f. Clarkston Community Schools Educator Evaluation Program (Clarkston Community Schools)
 - g. Effective Evaluation for Educators (Jackson ISD)
 - h. Evaluation Collaboration and Feedback Training to be Consistent and Support Teachers (Airport Community Schools)

- i. Educator Evaluation: Together We Make Each Other Better (Michigan Association of Secondary School Principals - MASSP)
- j. Great Lakes Bay Instructional Leadership Series for Principals and Teacher Leaders (Bay-Arenac ISD)
- k. Supporting Teacher Growth Through Evaluation (Kent ISD)
- l. Teacher Evaluation System(s) CUES Model (Mid-continent Research for Education and Learning)
- m. Teacher Evaluation System(s) Standards-Based Model (Mid-continent Research for Education and Learning)
- n. Training for Observers/Evaluators (Imley City Community Schools)

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- ii. The prior year, statutory criteria that other educator evaluation training programs must meet are as follows:
 - a. Contain instructional content on methods of evaluating teachers consistently across multiple grades and subjects.
 - b. Include training on evaluation observation that is focused on reliability and bias awareness and that instills skills needed for consistent, evidence-based observations.
 - c. Incorporate the use of videos of actual lessons for applying rubrics and consistent scoring.
 - d. Align with recommendations of the Michigan Council for Educator Effectiveness.
 - e. Provide ongoing support to maintain inter-rater reliability. As used in this subdivision, "inter-rater reliability" means a consistency of measurement from different evaluators independently applying the same evaluation criteria to the same classroom observation.
- 3. Districts submit the Personnel Identification Codes (PICs) of their Principals and Assistant Principals who will receive the training for conducting educator evaluations. The district MEGS+ user should work closely with the district REP Authorized User to ensure that the PICs submitted are correct.
 - i. Once the End-of-Year 2015 Registry of Educational Personnel (REP) collection is finalized, the PICs and Assignment Codes submitted will be verified to be Principal or Assistant Principal roles. PICs and Assignment codes that were verified as Principals or Assistant Principals are eligible applicants. Specific Assignment Codes that will be eligible for funds to be dispersed toward an approved, submitted training program are as follows:
 - 1. 73100-73599 (Principals)

2. 74100-74599 (Assistant Principals)
 3. 72101, 72201, 72301, 72401, 72501 (School Management Administrators)
 4. 76101, 76201, 76301, 76401, 76501 (School Management Supervisors)
 5. 77101, 77201, 77301, 77401, 77501 (School Management Coordinators)
- ii. The business rules for determining grant recipients will be applied to those eligible applicants until \$1,298,734.54 is exhausted. The business rules to be applied are as follows in the following order. Note that preference will be given to the four observation tools recommended by the Michigan Council for Educator Effectiveness (1.i-iv. above) in the event that total approved applicants exceed the funds available.
4. Award for individual PICs will be determined in the following order:
- i. The order of awarding training grants will be as follows:
 1. One principal (for each Building Code [BCODE] submitted)
 2. Other/additional principal at Priority Schools (for any BCODE that is a 2013-14 Priority School)
 3. One assistant principal at Priority Schools (for any BCODE that is a 2013-14 Priority School)
 4. Other/additional principal at Focus Schools (for any BCODE that is a 2013-14 Focus School)
 5. One assistant principal at Focus Schools (for any BCODE that is a 2013-14 Focus School)
 6. Other principal at schools with Red Overall Scorecard in 2013-14
 7. One assistant principal at schools with Red Overall Scorecard in 2013-14
 8. Other/additional principal at Reward Schools (for any BCODE that is a 2013-14 Reward School)
 9. One assistant principal at Reward Schools (for any BCODE that is a 2013-14 Reward School)
 10. Other remaining principals at Priority Schools (for any BCODE that is a 2013-14 Priority School)
 11. Other remaining assistant principals at Priority Schools (for any BCODE that is a 2013-14 Priority School)
 12. Other remaining principals at Focus Schools (for any BCODE that is a 2013-14 Focus School)
 13. Other remaining assistant principals at Focus Schools (for any BCODE that is a 2013-14 Focus School)
 14. Other remaining principals at schools with Red Overall Scorecard in 2013-14
 15. Other remaining assistant principals at schools with Red Overall Scorecard in 2013-14
 16. Other remaining principals at Reward Schools (for any BCODE that is a 2013-14 Reward School)

17. Other remaining assistant principals at Reward Schools
(for any BCODE that is a 2013-14 Reward School)

CLOSING DATE AND SUBMISSION INSTRUCTIONS

*The Consolidation of Operation of Operations or Services application consists of assurances, narrative, budget. All eligible applicants must initiate and submit an application in the Michigan Electronic Grants System Plus (MEGS+). Only a MEGS Authorized Official (Level 5) may initiate and submit the grant application. **All applications must be submitted in MEGS+ by 11:59pm on September 15, 2015.***

The tentative time frame for the operation of this grant program includes these major milestones:

- **July 15 – September 15, 2015** – Approved MDE Training programs are announced and MEGS+ opens for districts to submit applications for the selection of an MDE-approved training programs. Applicants will submit PICs for principals and assistant principals who will receive training in SY 2015-16 or have received training during the SY 2014-15 in one of the approved MDE Training programs.
- **September 15, 2015 (11:59PM)** – Application due date.
- **September 15-30, 2015** – Competitive reviews begin and end.
- **October 2015** – Initial award recipients notified, grant funds available in subsequent state school aid payments.
- **December 2015** – Fall 2015 REP Collection closes, second wave of grant reviews conducted for new to district/position staff.
- **Early 2016** – Second wave of award recipients notified, grant funds available in subsequent state school aid payments.

ASSURANCES OF ACCURACY

A district receiving funds under this section shall use the funds only for department-approved training programs under this section. If during the implementation of any funded project, MDE establishes that inaccurate or false information was provided in the application, the grant may be rescinded.

REJECTION OF PROPOSALS

MDE reserves the right to reject any and all applications not meeting all criteria in this announcement.

SELECTION OF THE AWARD RECIPIENTS

This grant will be awarded through a competitive process where the business rules will be applied to the PICs submitted in SY 2014-15 End-Of-Year Registry of Educational Personnel (REP) Collection. Only PICs submitted in the SY 2014-15 End-Of-Year REP collection with assignment codes specified in 2.i. above will be eligible for approval.

Additional grant eligibility will be evaluated on a per-PIC basis using the Fall 2015 REP Collection. Principals and assistant principals identified as such in the Fall 2015 REP Collection that are new to the district or principal/assistant principal position assignment will be considered at a later date following the close of the Fall 2015 REP Collection window. For PICs submitted in grant applications that were determined not to have the principal/assistant principal assignment codes specified in the eligibility portion of this document in their 2014-15 End-Of-Year REP Collection, a second wave of reviews will be conducted and awards processed.

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PAYMENT SCHEDULE

Payments to grantees will be made available upon receipt of a Grant Award Notification from MDE. Payment will be made through the *State Aid* system for training for conducting educator evaluations through an MDE-approved training program during the 2014-15 or 2015-16 school year.

For grant awards not expended by the awarded district, funds shall be returned to the department by check or by notify MDE-Accountability@Michigan.gov.

QUESTIONS

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Questions regarding principal training grants and programs should be directed Matt Gleason at MDE-Accountability@michigan.gov or by calling 517-373-6731. Please review the resources and materials to support this grant before contacting the department.